

SUMMARY OF CIA AMENDMENTS TO THE
STEVENS/ROTH RETIREMENT BILL (S.1527)

The attached amendments of the Stevens/Roth Retirement Bill are designed to accomplish a number of important objectives.

These amendments would provide for a single, "umbrella", CIA-administered retirement and disability system to cover all Agency employees. It is believed that bringing all Agency employees into such an internally administered structure is necessary to protect sensitive CIA personnel and related data. The "umbrella" specifically would include (though it would not be limited to) the "in-house" administration of disability retirement matters.

Within the umbrella of this single, self-administered CIA Retirement System, there would be four categories of participants, with differing levels and types of contributions and benefits for each:

- ° First, those employees who have been designated as "participants" under the existing CIARDS rules would be renamed "special participant members" in the new system, but otherwise would remain under all of the same rules, remain subject to the same eligibility and contributions criteria, and be entitled to the same benefits as exist under the current CIA Retirement Act for "participants."

- Similarly, those pre-1984 employees of the Agency who currently are under the Civil Service Retirement and Disability System would be renamed as "members" of the new CIARDS, but their entitlements and obligations would remain as now prescribed under Chapter 83 of Title 5 of the United States Code.
- Those Agency employees hired on or after 1 January 1984, who are covered by the OASDI component of Social Security as a result of the Social Security Amendments of 1983 (Public Law 98-21), and who subsequently are designated by the Director as "special participant members" upon satisfying the same qualifying service criteria as are prescribed in existing law, would be administered in accordance with the same substantive rules as will apply to post-1983 law enforcement officers and firefighters, with two exceptions. One exception would be that the annuity for these "new CIARDS" employees would be computed by using 1.3% of average pay times total service, rather than the 1% of average pay proposed for "new" law enforcement officers and firefighters. The second exception would be that "new CIARDS" employees could not elect to anticipate in the Thrift Savings Plan established by S. 1527, but could participate in a parallel Thrift Plan established by the Director.

- Finally, with two exceptions, those Agency "members" hired on or after 1 January 1984 and subject to OASDI as a result of Public Law 98-21, who are not ever designated as "special participant members", would be subject on a mandatory rather than elective basis to the same contributions requirements, and would be entitled to the same benefits, as their non-Agency counterparts who elect Option B under Stevens/Roth by making an additional contribution to the Civil Service Retirement and Disability Fund, in the amount of the difference between the "old" Civil Service contribution rate and the applicable employee "contribution" under Social Security (OASDI). The first exception would be that such "members" would be entitled to the same annuity supplement up to age 62 as law enforcement officers and firefighters under S. 1527 will receive. The other exception would be that these "members" could participate in an Option A-type Thrift Plan to be established by the Director.

This proposed retirement system would enhance security and the protection of cover by bringing "in-house" the administration of Agency employee retirement and related disability matters (except for Social Security). Also, because early retirement eligibility would be preserved in all four employee categories, the proposed system would help the Agency maintain the young and vigorous work force it needs. Employees could retire at an age when their continued service no longer would enhance national security, because they have "burnt out", have been too exposed to hostile forces, or have not been able to keep up with the state-of-the-art in their fields.

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